



**Health Services**  
LOS ANGELES COUNTY

County of Los Angeles  
**DEPARTMENT OF HEALTH SERVICES**  
*INVITES RESUMES FOR*

**CHIEF, COMMUNITY HEALTH INITIATIVES  
AND INTEGRATED PROGRAMS (UNCLASSIFIED)**

(PAYROLL TITLE)

**Chief Deputy Director, Health Services, Operations**

**ANNUAL SALARY: \$205,129 - \$310,480 (Range R22)**

**FILING PERIOD: November 28, 2011 – Until the position is filled**

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**THE COUNTY OF LOS ANGELES**

With a population of more than 10 million people, Los Angeles County has more residents than any county in the nation, and within its boundaries are 88 cities. It is rich in cultural diversity and home to world-renowned museums, theaters, the nation's motion picture industry, major universities, and numerous five-star restaurants. The mountains, deserts, and the beautiful Pacific Ocean, along with some of the world's finest urban recreational attractions, are freeway close.

The County is governed by a five-member Board of Supervisors whose members are elected on a non-partisan basis and serve four-year terms. As the governing body, the Board of Supervisors serves as both the executive and legislative authority of the largest and most complex county government in the United States.

Department heads report to the Chief Executive Officer (CEO) with the exception of three elected officials (Assessor, District Attorney, and Sheriff) and six appointed positions (Auditor-Controller, Chief Probation Officer, County Counsel, Director of Children and Family Services, Executive Officer of the Board of Supervisors, and Fire Chief).

The County has an annual budget in excess of \$24 billion, and 36 major administrative units or departments serve the needs of the County's residents. The County employs over 95,000 full-time personnel to serve its diverse population.

**THE DEPARTMENT OF HEALTH SERVICES**

The Department of Health Services (DHS) is the second largest health system in the nation. DHS serves the health care needs of millions of residents and encompasses hospital and outpatient care, programs and clinics, Emergency Medical Services (EMS) and rehabilitation services. DHS operates four hospitals: LAC+USC Healthcare Network, Harbor-UCLA Medical Center, Olive View-UCLA Medical Center and Rancho Los Amigos National Rehabilitation Center. The department also operates two multi-disciplinary ambulatory care centers – High Desert System in the Antelope Valley, and Martin Luther King, Jr. Multi-Service Ambulatory Care Center, six comprehensive health centers, and numerous health

clinics. DHS leads the County's effort to provide personal health services to the residents of Los Angeles County of which approximately 2 million are uninsured. The Department's services are critical for the medically indigent, working poor, and those who are without access to other health care. In addition, they are critical to the maintenance of the County's trauma care network. Through university affiliations, the County hospitals also conduct postgraduate medical education for interns, residents and fellows to train the physician workforce for tomorrow. The current department budget is approximately \$3.4 billion and includes funding for approximately 21,000 positions.

### **POSITION OVERVIEW**

This position is unclassified (at-will) and is distinguished by its executive and administrative responsibilities for assisting the Director of Health Services and Chief Medical Officer in the direction and management of integrated programs and community initiatives designed to improve services.

The **Chief of Community Health Initiatives and Integrated Programs** receives general direction from the Director of Health Services (DHS) and is responsible for directing the planning and coordination of a broad range of projects and initiatives related to the delivery of health and social services for diverse cultural and socio-economic populations throughout the County. This position will ensure the integration of medical services for underprivileged and incarcerated youth through the development and implementation of healthcare models. The Chief of Community Health Initiatives and Integrated Programs establishes and enhances community partnerships with local agencies and providers, and provides strategic leadership and direction for DHS in creating systematic and sustainable improvements to community health programs. This position will continuously evaluate DHS' community health initiatives to ensure alignment with best practices within the healthcare community, and direct senior management to ensure DHS' unique business needs are met and advanced.

### **EXAMPLES OF DUTIES**

- Oversee the Board mandated directive to monitor and facilitate the County's Action Plan at the Probation Department camps, to provide the Board of Supervisors with quarterly status reports on Probation's progress towards addressing and complying with the 38 operational and three administrative provisions of the Memorandum of Understanding.
- Direct the coordination of clinical activities of the Hub clinic system working closely with the department of Children and Family Services.
- Direct and support the development of integrated pediatric services at LAC-USC Medical Center.
- Lead the department's involvement in the Los Angeles County School Health Center expansion initiative, including building up the integrated school health center model.
- Lead the Department's efforts in a focused approach to improve the integration of medical services within targeted areas such as South Los Angeles, including enhancing relationships with Community Partner agencies, the Martin Luther King, Jr., Multi-Service Ambulatory Care Center (MLK-MACC), the non-profit Board of Directors of the MLK Hospital, and the County Public and Mental Health Departments.
- Direct the development of planning programs to ascertain community healthcare requirements and problems.
- Work collaboratively with County health and welfare agencies in planning and providing services based on feedback from community agencies via surveys and analyses.
- Direct the preparation and release of reports, studies, and publications to promote public understanding of and support for community programs.
- Provide leadership to multiple work groups focused on developing solutions and implementing key strategic topics.

- Direct the development of business cases and determination of project timelines, identify and direct cross-functional project teams and required resources for project success.
- Build close working relationships with multiple layers in multiple organizations, gaining insight into business requirements and influencing diverse and sometimes competing agendas in order to gain consensus.
- Partner with community and business entities to develop and implement operational and policy services strategies and best practices.
- Provide management guidance and controls to ensure that projects stay on course, on schedule and are completed in a timely and professional manner. This management role also includes prioritization, scheduling, personnel assignment, progress monitoring, project reporting, and a primary role as an interface for these projects with other teams.
- Create and champion a culture of collaboration and change, develop and maintain professional working relationships with individuals internal and external to the Department of Health Services.
- Develop and direct programs to advance the strategic priorities of the Department involving planning, collaboration, budget development, research, analysis, coordination, implementation, evaluation and recommendation of improvements.

*The preceding statements reflect the general duties and responsibilities of the position, and are not considered a detailed description of all work requirements that may be inherent in the job or required for the effective discharge of the position's responsibilities.*

## **QUALIFYING EXPERIENCE & EDUCATION**

### **EXPERIENCE:**

Three years of experience at the level of a hospital or system Chief Executive Officer or Medical Director for a major healthcare delivery system in a metropolitan setting **-AND-** A Master's degree from an accredited college or university in Health Administration, Public Health, Business Administration, Public Administration, or a closely related field.

### **LICENSE:**

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

## **DESIRABLE QUALIFICATIONS**

- Strong research, analytical and organizational skills.
- Strong leadership, project management, and interpersonal skills including problem solving, team building, and communication skills.
- Experience in financial and budgetary matters.
- Experience with meeting constant changing priorities and deadlines.

## **COMPENSATION & BENEFITS**

The County of Los Angeles provides an excellent package that allows employees to choose benefits that meet their specific needs. The package includes:

**Retirement Plan** – The successful candidate may choose either a contributory or non-contributory defined benefit plan. It should be noted that County employees do not pay into Social Security, but do pay the Medicare Hospital Insurance Tax (HIT) portion of Social Security at a rate of 1.45%. *The Los Angeles County Employees Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California.*

**Cafeteria Benefit Plan** – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% to 17% of the employee's monthly salary. Any portion

of the County contribution not used to purchase benefits is given to the employee as taxable income. Benefits available within the MegaFlex Benefit Plan include medical, dental, disability, life and AD&D insurances. (Not applicable to County employees who are currently in the Flex Plan.)

**Non-Elective Days** – 10 paid days per year with the option to buy an additional 1 to 20 elective annual leave days. Annual leave days can be used for vacation, sick or personal leave.

**Flexible Spending Accounts** – Employees may contribute up to \$400 per month tax free, to Health Care and Dependent Care Spending Accounts. The County contributes \$75 per month to the Dependent Care Spending Account.

**Savings Plan (401k)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

**Deferred Compensation Plan (457)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

**Holidays** – 11 paid days per year.

### **SELECTION PROCESS**

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for this position. The resume should include any additional information which the candidate wishes considered. Only the most qualified candidates, as determined by the screening process, will be invited to participate in the selection process. The names of the most highly qualified candidates will be submitted to the Director of Health Services for consideration.

NOTE: An extensive background investigation will be completed on the candidate selected for this position

### **TO BE CONSIDERED**

Qualified candidates are invited to submit a statement of interest and resume. The statement of interest should detail positions held, salary information, education completed and special qualifications.

Resumes must include the following:

1. Names of schools, colleges, or universities attended, dates attended and degrees earned and field(s) of study. Please enclose copies of degree(s), licenses and certificates together with the resume.
2. For each organization and program managed please include:
  - The name of each employer, job titles held, dates of employment, and salaries.
  - Size of organization and budget information for programs managed.
  - Number and composition of personnel supervised.
  - Scope of management responsibilities and functions managed.
3. Sufficient information to determine if candidate meets the Qualifying Experience & Education and Desirable Qualifications sections of this recruitment announcement.

*Pursuant to state and federal requirements, we are requesting that you voluntarily provide the following information: (1) your race/ethnicity and (2) your gender. This information should be on a separate piece of*

*paper, without your name, attached to your resume. This page will be removed from your resume when it is received. This information will be kept confidential and utilized solely for required statistical purposes.*

### **COUNTY OF LOS ANGELES CHILD SUPPORT COMPLIANCE PROGRAM**

In an effort to improve compliance with court-ordered child, family and spousal obligations, certain employment and identification information (i.e., name, address, Social Security number and date of hire) is regularly reported to the State Directory of New Hires, which may assist in locating persons who owe these obligations. Family Code Section 17512 permits, under certain circumstances for additional employment and identifying information to be requested. Applicants will not be disqualified from employment based on this information.

### **SPECIAL INFORMATION**

It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons regardless of race, religion, sex, national origin, age, sexual orientation or disability. Pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation may call (323) 869-7124 (ADA Coordinator – Voice); (800) 869-7124 (TTY); (800) 735-2922 (CRS). Any applicant for County employment who has been convicted of worker's compensation fraud is automatically barred from employment with the County of Los Angeles.

### **SOCIAL SECURITY ACT OF 2004**

Section 419 (c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. The County of Los Angeles does not participate in the Social Security System. All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website [www.socialsecurity.gov](http://www.socialsecurity.gov), or call toll free (800) 772-1213. Persons who are deaf or hard of hearing may call the TTY number (800) 325-0778 or contact a local Social Security office.

Resume, including cover letter and record of accomplishments, will be reviewed and evaluated as received. Please submit your statement of interest and resume materials to:

Brenda La Fave, Exam Analyst  
Department of Health Services  
Recruitment & Examinations Office  
5555 Ferguson Drive, Suite 220-10  
City of Commerce, CA 90022  
Phone: (323) 869-8016  
Fax: (323) 869-0942  
E-mail: [blafave@dhs.lacounty.gov](mailto:blafave@dhs.lacounty.gov)

This announcement may be downloaded from the County of Los Angeles websites at:  
<http://www.dhs.lacounty.gov> or <http://hr.lacounty.gov>

The County of Los Angeles is an Active Equal Opportunity Employer